

# NEWARK TEACHERS UNION UPDATE

## RSVP TO MANDATES SPECIAL EDITION



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At last week's meeting with Superintendent León, a big topic of discussion continued to be the massive workload you at being buried under. At the meeting, the Superintendent made it clear that staff should use the RSVP to Mandates process to notify us of these situations so we can work with district to resolve them. You may have heard us use this term in past updates, and maybe it's still unclear what that means.

Ten years ago during the Anderson administration, staff would constantly be receiving mandates from the district. Additional paperwork and busy work that had no impact on classroom instruction and took away from staff's ability to prepare and deliver actual instruction (Sound familiar?).

This successfully went through the grievance process, and an arbitrator agreed with us. If the district or admins were creating additional work, they either had to give staff additional prep time to do the work, or pay them to do it after hours. The arbitrator's decision was binding upon the Union and the NBOE. We created this RSVP Mandates form to give staff a respectful way to respond to these mandates without leaving themselves open to be charged with insubordination.

Unsure if something counts? Talk to your Building Rep or reach out to the Newark Teachers Union and we can assist you! But, the RSVP Mandates process is an important tool in reducing your work load, and **YOU MUST USE IT!** We can't do that important first step for you!



**In Solidarity,**

**John M. Abeigon**

**President/Director of Organization**

**Newark Teachers Union Local 481, AFT, AFL-CIO**

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# RSVP TO MANDATES FORM

[Click here for the Online Form](#)

## DELETE THE BELOW SECTION BEFORE GIVING TO YOUR ADMIN

Back in 2011-2012 the Newark Teachers Union filed complaints with the NBOE in an effort to address concerns over the abuse by certain administrators of insisting “district mandates” being due in an unreasonable amount of time.

At the time, then Superintendent Anderson, dismissed this legitimate issue & refused to discuss it. Our response was to produce and distribute the “RSVP to Mandates Memo” effectively absolving you of having to work beyond the workday. The NTU grieved the district’s actions regarding the issue of paying its staff when directed by an administrator to work beyond the workday and [won the attached arbitration award](#).

Too many staff are facing tremendous work overload, this would include being reassigned away from duties, preps, PLC’s, etc., due to staff shortages! This form is an important step in getting these situations resolved.

Before submitting this memo to your administrator, please discuss it with your Building Representative or NTU staff member.

## DELETE THE ABOVE SECTION BEFORE GIVING TO YOUR ADMIN\

=====✂=====✂=====✂=====

Dear Administrator,

I am in receipt of your directive to complete \_\_\_\_\_

(insert directive, lesson plans, Power School, etc)

by \_\_\_\_\_.

(insert date)

I am not refusing to comply with this directive. However, please identify and provide time during my workday to complete the task, or arrange to pay me as per Arbitration Award # 4713.

Sincerely, \_\_\_\_\_ Date \_\_\_\_\_

# Arbitration Award

As full and final resolution of grievance #4713 the NTU and the NPS agree as follows.

When an employee represented by the NTU is (1) directed by the building administrator to work beyond the prescribed work day; (2) submits a timely request for extra compensation to the location time keeper and building administrator; and (3) the request has been denied by either the location time keeper or the building administrator the arbitrator will determine the validity of the employee's claim.

For the 2011-12 school year, when the NTU provides a list of employees who meet these criteria, the NPS will verify the accuracy of the claims. When the claim is verified, the NPS will pay the employees additional compensation based on the current summer school rate. When the claim cannot be verified or is disputed by the NPS, the matter will be presented to the arbitrator on a case by case basis.

It is the intent of the NPS and the NTU that these criteria will be applied to future claims for extra compensation for extra time worked.

Dated: August 1, 2012  
Sea Girt, New Jersey

  
James W. Mastriani

The important part of this Arbitration Award is that it continues to be in effect. As we said on the first page, it is binding on both sides, so we need to use this process when it comes to dealing with any workload issues. This is why it is so important for staff to take advantage of this right that we won. When staff ask what is the recourse when they are being asked to work outside of their normal workload and work day, THIS IS THE FIRST STEP OF THAT RECOURSE!!

# NEWARK TEACHERS UNION

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